

## INFORMATION PAPER

CEMP-CP  
7 April 1997

SUBJECT: Construction Acquisition Workforce

1. Purpose. To provide information for use at the District Commanders' Conference.

2. Facts.

a. The Corps implemented provisions of the Defense Acquisition Workforce Improvement Act (DAWIA) on 1 October 1993. This law, among other things, requires identification of the acquisition workforce with mandatory education, experience and training requirements. It also sets standards for contracting officers with authorities above the small purchase threshold and requires that each service establish an Acquisition Corps comprised of highly qualified senior (0-5/GS-14 and above) acquisition personnel to fill Critical Acquisition Positions (CAPs).

b. The Corps has defined its acquisition workforce to include all contracting personnel in series 1102, 1103, and 1105 as well as certain 800 series positions with construction contract administration duties.

c. The construction acquisition workforce was identified to assure access to mandatory Defense Acquisition University (DAU) training courses to qualify our Area and Resident Engineers for warranting as administrative contracting officers (ACO). This workforce includes the ACOs as well as feeder group positions performing contract administration. Designated workforce members receive DAU training at no expense to their command.

d. In 1996 the Army established the Acquisition Corps Eligible Program for qualified GS-13 workforce members to become prescreened for promotion to CAPS.

3. Enclosed is Construction Bulletin Number 95-24 that provides the full details on warranting, certification, and Acquisition Corps requirements for this segment of the Corps acquisition workforce. (TAB A) For FY 97 certain mandatory course titles have changed as follows: CON 103 - Facilities Contracting Fundamentals; CON 106 - Facilities Contracts Pricing; CON 223 - Intermediate Facilities Contracting. Courses completed under the old titles are still valid.

4. This paper has been approved for publication by BG Phillip Anderson, Director of Military Programs.

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# CONSTRUCTION BULLETIN

No. 95-24 Issuing Office: CEMP-CP Issue Date: 11/29/95 Exp. Date: 31 DEC 97

## CEMP-C

**Subject:** Selection of Critical Acquisition Positions

**Applicability:** GUIDANCE

1. **PURPOSE.** To provide clarification of Defense Acquisition workforce Improvement Act (DAWIA) requirements for Career Program (CP) 18 personnel.

2. **BACKGROUND.** The following comment/question was received at the Chief's of Engineering and Construction Conference in June.

"Membership in the Army Acquisition Corps is a good idea for ACO'S, but the time to get membership and/or approval of Area Engineer selections is too constricting. Can we get some more latitude to select ACO's pending approval by AAC if they have had training?"

3. The above statement/question is really addressing two related yet distinct issues; Army Acquisition Corps (AAC) membership and Administrative Contracting Officer (ACO) warranting.

a. ACO warranting does not have to be a position selection qualifying factor. Unless a warrant is required immediately it should not be included in the job description as a requirement. An individual may be selected for an Area or Resident Engineer position without the requisite qualifications for warranting if that position does not require immediate capability to be warranted as a condition of selection. If, for instance, an individual is otherwise qualified (including professional registration) they may be selected and then complete required training for warranting. There are many situations where a warrant may not be needed immediately, such as a new field office start-up or where there is an alternate ACO capability.

# CP18 CERTIFICATION

LEVEL	GRADE	EXPERIENCE	EDUCATION	TRAINING
1	11 AND BELOW	1YEAR	BACHELORS DEGREE	CON 103/101
2	12 AND ABOVE	2 YEAR	BACHELORS DEGREE	CON 106/104
<b>ACQUISITION CORPS</b>				
2	13 AND ABOVE	4 YEARS	BACHELORS DEGREE -PLUS 12 SEMESTER HOURS OF BUSINESS	CON 201 AND CON 223/221
<b>ACO WARRANT</b>				
ANY	ANY	2 YEARS	BACHELORS DEGREE	CON 103/101 CON 106/104 CON 201 CON 223/221

1. Experience. Qualifying experience must be in construction contract administration.
2. Education. Bachelors degree must be in the Engineer and Scientist (R&C) career field. Credit for the 12 hours may be obtained by attendance at DAU courses listed below. Refer to DAU catalog for details on credit hours recommended by the American Council on Education (ACE).
3. Training. Current course names are listed below. Certain names have changed over the years and the DAU catalog should be consulted.
  - CON 103 - Construction Contracting Fundamentals (3 Credit Hours)
  - CON 101 - Contracting Fundamentals (3 Credit Hours)
  - CON 106 - Construction Contract Pricing (4 Credit Hours)
  - CON 104 - Contract Pricing (2 Credit Hours)
  - CON 201 - Government Contract Law (3 Credit Hours)
  - CON 223 - Construction Contract Management (3 Credit Hours)
  - CON 221 - Intermediate Contract Administration (2 or 3 Credit Hours)

ACE recommended credit hours could be 10 or 13 depending on reticular school provider.